

## Public Sector Apprenticeship Target Report

April 2021 – March 2022

Enhance Academy Trust employs more than 250 people. As required by the Apprenticeship (Miscellaneous Provisions) Regulations 2017 the Trust is required to report the number of Apprentice's employed.

The public sector apprenticeship target requires public bodies with 250 or more staff in England to employ an average of at least 2.3% of their staff as new apprentice starts annually over the period of 1 April 2021 to 31 March 2022. The data below represents the 10 primary and 1 Post 16 Free School of Enhance Academy Trust.

Figure A	The number of employees whose employment in England by the body began in the reporting period.	76 (49 FTE)
Figure B	The number of apprentices employed by the body whose apprenticeship agreements began in the period.  · This includes employees who were already working for the body before beginning their apprenticeship, as well as new apprentice hires	8
Figure C	The number of employees employed in England that the body has at the end of the period.	511
Figure D	The number of apprentices who work for the body at the end of the period.	9
	Public bodies are also required to provide two percentages in order to give context to the other figures. These percentages do not reflect the progress a public body has made towards the target:	
Figure E	Figure B expressed as a percentage of figure A.	10.52%
Figure F	Figure D expressed as a percentage of figure C.	1.76%
Figure G	The number of apprentices who worked for the body immediately before the period.	1
	The Apprenticeship Activity Return (Return Section 2) requires public bodies to send the following figures, which will help identify their progress towards meeting the target, to the Department for Education. Public bodies could also consider providing these figures in the Data Publication:	
Figure H	Headcount on 31 March 2021; and	510
Figure I	Figure B expressed as a percentage of figure H	1.57%

**What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?**

We worked closely with Trust schools to raise awareness of the potential benefits of apprenticeships, both for new and existing employees. We continue to investigate further opportunities for existing staff to embark on levy funded courses where possible.

**What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges in the previous year?**

Of the 76 new starters within this period a total of 26 were for roles that were 15 hours or under and would not be feasible to enter into an apprenticeship contract and a further 16 roles were for Teachers.

Staffing is an issue throughout all positions within the Academy, both for sickness within the existing staff and recruiting staff with the necessary skills required to carry out the roles.

The COVID pandemic has been a challenging time for all schools, recruiting the correct staff for the roles to ensure our pupils are able to catch up from missed learning is our key priority. This together with existing staff absence means that a staff member with 20% off timetable has been difficult to accommodate.

**How you are planning to meet the target in future? What will you continue to do or do differently?**

We will continue to work with our schools and encourage apprenticeship's. All positions within the Trust will be considered and if an apprenticeship would be suitable for the role we will explore further.

We will engage our Headteachers with an apprenticeship training provider to ensure schools are fully aware of the opportunities.

At least two of our academies are looking at apprenticeship courses for staff at the end of this period of reporting.